GAS (17) Systems Manager (1) Utility Utility Superintendent Superintendent (1) (1) Operator III/IV Operator III/IV (1) (1) Equipment Operator I/II/III (1) Equipment Operator I/II/III (1) Maintenance Tech I/II/III (2) Maintenance Tech I/II/III (2) Laborer (3)* Laborer (3)*

*PRC regulation require that only operations qualified and certified employees maintain gas lines. Employees are brought in as laborer to acquire certifications before being eligible to fill other positions. Employees cannot be on-call until qualifications are obtained, which can take 6 months to a year depending on the employee. Therefore, Labor positions are critical for maintaining adequate certified staffing.